

Bail Support Service - Caseworker

YAC values diversity in all its forms and welcomes applications from Aboriginal and/or Torres Strait Islander people; those from ethnically diverse communities; and LGBTIQ+ persons.

Position overview	
Award:	Social, Community, Home Care and Disability Services (SCHCADS) – Level 5
Purpose:	<p>To support young people to be granted bail rather than being remanded in custody pending a court dealing with their matter, and support to maintain bail, through a holistic response to address the risk factors that have contributed to a young person’s involvement in the youth justice system.</p> <p>For high risk young people, Courts and police are more likely to grant bail if a bail support service is available. These young people will often display ongoing and entrenched offending behaviour, have complex and extreme needs and significant trauma backgrounds.</p>
Location:	South Brisbane
Hours:	Must be able to work between the hours of 7am and 7pm, Monday to Friday
<p>Applicants should note:</p> <ul style="list-style-type: none"> • This role requires significant travel across a large physical area (YAC vehicle provided for work-related travel) • This role involves working with young people and families who may have experienced significant and complex trauma. YAC supports the wellbeing of its staff who are encouraged to access regular supervision, including external supervision if staff consider that is appropriate in consultation with the Coordinator • YAC staff must be able to work autonomously and as part of a small team • YAC has an expectation that all staff will be reliable and punctual, both within the office and in responding to young people and their families, and support diversity and respect in the workplace and their practice 	
Role and responsibilities	
<ul style="list-style-type: none"> • Case management: needs assessment and case planning, management, and review in relation to a young person's bail support needs to minimise the risk of further offending and support their capacity to take their lives in a positive direction and therefore in particular work with young people to: <ul style="list-style-type: none"> ○ ensure their basic needs are being met such as housing and income support ○ identify their dreams and goals and identify strategies to work towards and achieve these ○ support court attendance and engagement with their legal representative so that their legal matters can progress as quickly as possible; and that they understand court orders and outcomes ○ re-engage/remain engaged in education, training or employment ○ participate in pro-social and healthy activities to assist in structuring their time and developing pro-social peer networks ○ access tailored supports such as mental health responses, drug and alcohol services, NDIS assessment and support and relevant counselling services through warm referral ○ improve their connection to community including provision of information, advice and soft referral to relevant places, services or activities ○ improve their cultural connectedness in collaboration with relevant people and organisations ○ improve their relationships with family • Needs assessment in relation to the young person’s family and their ability to effectively support for their young person; and assist parents and carers to engage with services and responses which will address issues which are a barrier to their ability to support their young person. 	

- Engagement with young people and their families in a variety of modes, including assertive outreach work at courts, detention centres, police watchhouses etc.
- Liaison with stakeholder (eg. YJ Child Safety, courts, other services) to provide holistic support.
- Strategic use of brokerage to purchase necessities (school uniform or books; the uniform for a sporting activity etc) or otherwise support implementation of the case plan where such costs cannot be resourced from elsewhere
- Being a strong advocate for young people, and their families where appropriate, in relation to their needs and interests and ensuring that their voices are heard.
- Completion of all administrative recording and reporting in relation to the above to ensure accountability to the funding body
- Other duties as reasonably required

Required skills & qualifications

Prerequisites

1. a university level qualification in Social Work, Human Services or other relevant discipline and at least three years working in a relevant environment
2. a current positive Working with Children check (“Blue Card”)
3. a clean driver licence which allows you to drive in Queensland
4. Australian citizenship or permanent residency or hold a visa which would allow you to work as advertised

Essential

Demonstrated:

5. Significant experience of working with young people in the youth justice system and an understanding of the particular issues which put them at increased risk of ongoing involvement in the system
6. High level oral communication and interpersonal skills, particularly with respect to young people with complex needs, including young people from diverse backgrounds
7. High level ability to apply effective case management techniques, including assessment, plan development, referral, and networking/engagement with relevant stakeholders
8. Cultural capability, particularly in engaging and working with Aboriginal and/or Torres Strait Islander young people, families and communities, but also peoples of CALD background, LGBTIQ young people and young people with a disability.
9. Ability to work autonomously, and to work as part of a small team
10. Excellent time management and record-keeping skills
11. Commitment to social justice and human rights principles, particularly in relation to children and young people.

Desirable

1. Sound knowledge of the criminal justice system, court and bail
2. Knowledge of the child protection system and/or education system

Framework and practice principles

Client centred - staff will be flexible in terms of meeting with young people and their families, going to where they may feel most comfortable. Staff may need to be available before and after formal office hours.

Strengths based – the Service will draw on the strengths and resources of the individual and community to address the challenges they face.

Trauma informed - the Service will be trauma informed, recognizing the impact of complex trauma on brain development and the importance of adopting trauma-informed processes and practices in youth work.

Culturally competent – the Service will align with the Australian Institute of Criminology’s National Crime Prevention

Framework's best practice guidelines for preventing involvement in crime for Aboriginal and Torres Strait Islander people.

Persistent - means being visible to young people and showing that you are available to support in a non-paternalistic or patronising manner. Responses will include continuing to work collaboratively with services within the local service system and being visible to groups or at places until rapport is established. It also means being persistent in advocating for the needs of the young person where that intervention is agreed.

Reliable - is another fundamental: many vulnerable and disadvantaged young people feel let down by the adults around them. Building rapport with young people means showing that you are reliable in your support: staff must be where they say they will be when they say or do what they say they will do.

Practical - will be a key part of the case plan developed with the young person. This also means that responses must be realistic. A young person must feel that they are moving forward and effecting change in their lives and this means strategies and outcomes must be practical and achievable.

Comprehensive - recognised that a holistic response to young people's life challenges is the only way to effect change.

Additional Information for Applicants

This is a great opportunity to join a well-respected community legal and social welfare agency and play your part in helping young people and their families to get their lives back on track!

YAC is a community legal and social support agency that provides free and confidential support to young people who are involved in or at risk of being involved with the youth justice system, child protection system, or homelessness in Queensland.

Vision

Young people achieve their full potential through the community accepting collective responsibility for their importance, empowerment, rights, well-being and humanity.

Mission

To increase young people's access to legal and social justice by actively supporting and speaking out with and for young people.

Philosophy

- Unconditional commitment to the UN Convention on the Rights of the Child
- Confidential, professional and honest engagement with young people
- Respectful engagement with stakeholders and others for the benefit of young people
- Holistic responses to address the interconnected and interdependent issues in young people's lives
- Advocacy for young people collectively as well as individually
- Collective responsibility as a staff for working as a team and upholding and delivering on YAC's mission and philosophy

For more detail about YAC and its programs, please see our Annual Reports on our website – www.yac.net.au/About/Governance